

**ASSOCIATE SUPERINTENDENT APPROVAL** \_\_\_\_\_

**STATE BOARD MEETING DATE** September 25, 2006

**SUBJECT:** Consideration to Change Language Regarding Participation in the Career Ladder Program By Non-Classroom Certified Personnel

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**SUBMITTED BY:** Jan Amator, Deputy Associate Superintendent for Highly Qualified Professionals

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**MANAGEMENT TEAM REVIEW:** September 7, 2006

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**BACKGROUND INFORMATION:**

At a special meeting of the Career Ladder Advisory Committee that convened on February 15, 2006, the CLAC voted to recommend a language change with regard to participation in the Career Ladder program. Current language reads:

The program may include non-classroom instructional personnel. A district may utilize monies budgeted for the career ladder program for non-classroom instructional personnel if the following conditions are met:

- a. The position requires a state teaching certificate.
- b. The district requires the personnel to fulfill all requirements for placement on the career ladder including the evaluation of their teaching performance, submission of student academic progress evidence, and the assignment of additional higher level instructional responsibilities.

Due to changes in certification requirements and the ever changing environment in education today, the Career Ladder Advisory Committee voted to recommend the following change: *amend letter (a)* to read:

The program may include non-classroom instructional personnel. A district may utilize monies budgeted for the career ladder program for non-classroom instructional personnel if the following conditions are met:

- a. The position requires placement on a teacher's salary schedule and the individual holds a valid teaching or professional certificate issued by the Arizona Department of Education.
- b. The district requires the personnel to fulfill all requirements for placement on the career ladder including the evaluation of their teaching performance, submission of student academic progress evidence, and the assignment of additional higher level instructional responsibilities.

This request for change was the result of discussions in the Career Ladder Network about the limitation to participate in Career Ladder for those who directly influenced student achievement but their position did not *require* them to have a teaching certificate. The

change in language would permit non-classroom personnel to participate in Career Ladder if they hold a teaching certificate or professional certificate issued by the Arizona Department of Education as long as they are able to fulfill all requirements for placement.

**BOARD ACTION REQUESTED:**  INFORMATION  ACTION/DESCRIBED BELOW:

That the Board accepts the recommendations of the Career Ladder Advisory Committee to amend the current language in State Board Requirements for participation in the Career Ladder Program.

**ATTACHMENTS:** YES  NO